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ABSTRACT

A group of 21 registered nursing graduates of the 1974 class at Bakersfield College was surveyed in the summer of 1974 as part of a nursing education follow-up study. In the summer of 1975, the same group was surveyed again in order to compare the perceptions and aspirations reported by the graduates one year after graduation with those reported immediately after graduation. The 1974 survey had a 73.9 percent response rate, while the 1975 follow-up had a 60 percent response rate. The graduates had encountered no difficulty in finding employment. All but one were working in Kern County, and most of them expected to remain in Kern County. Acute hospital nursing was the present and anticipated future type of employment. All had encountered on-the-job orientation in their hospital jobs, and most felt it to be effective. The enthusiasm that the graduates exhibited toward the nursing program in 1974 had not diminished a year later. However, 57.1 percent did rate their total nursing program only adequate as it pertained to the real world. Most desired continuing education courses, particularly in coronary care. Most nurses were enthusiastic about their jobs. In view of the nursing shortage, an expansion of the nursing program is recommended. A sample of the questionnaire and cover letter is appended.
(Author/NHM)

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NURSING EDUCATION

FOLLOW-UP STUDY - 1974 R.N.s.

A YEAR AFTER GRADUATION

David C. Scott

Office of Institutional Research

Bakersfield College

September, 1975

ED112969

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Introduction

This study is Part 2 of the Summer 1975 Nursing Survey. Part 1 consisted of a questionnaire administered personally to the 1975 Bakersfield College R.N. graduates in May, 1975 during their last class session. Results of Part 1 were reported by this office in June, 1975 under the title "Nursing Education Follow-up Study - 1975 R.Ns."

The basic purpose of the study is to supply information that will improve the quality of the Bakersfield College R.N. education program and will lead to a better match between demand and supply in the nursing labor market in the greater Bakersfield area. Results are being made available to both Bakersfield College and the Kern Health Manpower Consortium for whom this study is being jointly conducted.

The same group of 1974 Bakersfield College R.N. graduates was surveyed in the summer of 1974 as part of a nursing education follow-up study of 1969-74 R.Ns. and L.V.Ns. Consequently, some emphasis throughout this study will be made on comparing the perceptions and aspirations reported by the 1974 graduates one year after graduation with those reported immediately after graduation.

The study is divided into four parts:

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Part I - Methodology

Design of the Questionnaire

The survey instrument was kept similar to the 1974 instrument since one of the purposes was to compare responses of the Class of 1974 in 1975 with that of 1974.

The 55 questionnaire items can be grouped under six headings:

A. Background data (16 items)

Sex, age, size of family, place of residence, reasons for entering nursing (both motivation and actual background), type and year of high school graduation.

B. Nursing employment (17 items)

Full or part time, actual and desired location of employment, attitude toward working in rural areas, title and type of employment, on-the-job training offered by the employer.

C. Employment opportunities (7 items)

Difficulty experienced in finding a position, career aspirations and attitude toward nursing generally.

D. Reaction to Bakersfield College program (7 items)

Course content and nursing staff, future continuing education needs.

E. Those not employed in nursing (7 items)

What they are doing and do they plan to return to nursing.

F. Willingness to be interviewed (1 item)

Some items were added to the 1974 instrument so the Health Manpower Consortium could get a better picture of the graduates and job conditions they experienced.

These additional items concerned number of children in family, internship or on-the-job orientation by employer, job offers and rejections, additional questions on job aspirations and willingness to be interviewed.

Mail Response

Using a mailing list of the forty-one 1974 R.N. graduates supplied by the Bakersfield College R.N. office, the questionnaires were mailed July 8. Included with the questionnaire was a letter urging participation signed by Ursula Caspary-Ruoss, director of the Kern Health Manpower Consortium and David Scott, institutional research director, and a stamped, addressed return envelope. Six of the 41 questionnaires were returned marked no such address. Within a month, 21 of the 35 (60%) had returned the questionnaire. In July of 1974, 28 of the 38 in the same group to receive the questionnaire (73.9%) returned them.

Part II which follows yields responses and comparisons, and Part III will offer some interpretations.

Part II - Responses to Questionnaire Items

The information that follows gives the numbers and percentages of nursing graduates to respond to the different items in the questionnaire. Written responses are also included.

A. Background data

Sex of the respondents was reported as follows:

Female	Male
19 (90.5%)	2 (9.5%)

Age of the respondents was reported as follows:

21 - 25	6	(28.6%)
26 - 30	6	(28.6%)
31 - 35	4	(19.1%)
36 - 40	2	(9.5%)
41 - 45	2	(9.5%)
46 - 50	0	
51 - 55	1	(4.8%)
56 and over	0	

Of the 21 respondents, six or 28.6% reported they were the major source of support for their family unit. Sixteen of the 21 (76.2%) said they had children at home. The 16 reported a total of 36 children; seven under age six, 15 six to twelve, and 14 thirteen to eighteen years of age. Five respondents had one child, five had two children, four had three children, one had four children, and one had five children.

Questions regarding high school background yielded the following responses:

Year of Graduation:			Size of Graduation Class:		
1946	1	(5.0%)	0 - 25	1	(4.8%)
1947-51	2	(10.0%)	26 - 50	2	(9.5%)
1952-56	2	(10.0%)	51 - 100	1	(4.8%)
1957-61	4	(20.0%)	101 - 200	4	(19.1%)
1962-66	5	(25.0%)	201 - 500	11	(52.4%)
1967-71	5	(25.0%)	greater than 500	2	(9.5%)
1972-present	1	(5.0%)			
Type of high school			Private		
			0		
			Public		
				21	(100.0%)

When asked how long they had lived in Kern County before receiving their nursing degree, responses were:

Less than two years	0	
Two to four years	2	(9.5%)
Five to seven years	1	(4.8%)
Eight to ten years	4	(19.1%)
More than ten years	14	(66.7%)

Twenty of the 21 respondents (95.2%) reported they were still living in Kern County.

When asked what had prompted them to go into nursing, reasons reported were:

Inner motivation only	11
Inner motivation and job security	3
Inner motivation, teacher and job security	2
Job security only	1
Inner motivation and parent	1
Inner motivation and other relative	1

The group reported the same prevalence of inner motivation in the 1974 survey.

Previous experience influencing entrance into the R.N. field was:

Nurse's Aide	7
L.V.N.	1
Candy Striper	1
Caring for aged grandparent	1
Caring for dying husband via home dialysis	1

Four respondents (19.1%) reported they had gone into nursing from another major. The previous majors listed were:

Business Administration (1963-65)
English
Art
Elementary School Teaching

B. Nursing employment

Nineteen of the 21 (90.5%) reported they were employed as a nurse. Of the 19, 11 (57.9%) were working full time and eight (42.1%) part time. This represents a substantial increase in part-time employment over 1974 when only one of the group reported part-time employment. However, seven of the eight (87.5%) indicated they were working part time by choice.

The group's responses to questions concerning area in which they lived and expected to live had not changed from the 1974 questionnaire--the vast majority worked in the greater Bakersfield area and expected to continue to work there. A slight majority did not want to work in rural areas.

Specifically, responses to questions concerning place of employment were:

What size city are you working in?

0 - 20,000	1	(5.3%)
20,001 - 50,000	1	(5.3%)
50,001 - 100,000	9	(47.4%)
100,001 - 500,000	5	(26.3%)
greater than 500,000	3	(15.8%)

Under ideal conditions, what size city would you LIKE to work in?

0 - 20,000	3	(17.7%)
20,001 - 50,000	1	(5.9%)
50,001 - 100,000	7	(41.2%)
100,001 - 500,000	4	(23.5%)
greater than 500,000	2	(11.8%)

Are you employed in Kern County?

Yes	No
18 (94.7%)	1 (5.3%)

If yes, would you like to remain in Kern County?

Yes	No
14 (77.8%)	4 (22.2%)

Do you expect to remain in Kern County?

Yes	No	Maybe
14 (77.8%)	3 (16.7%)	1 (5.6%)

Are you interested in working in rural areas?

Yes	No	Maybe
8 (44.4%)	9 (50.0%)	1 (5.6%)

A question which asked what efforts might be made to attract the respondent to rural health care drew two responses - "increased salary" and "offer me a job."

The questions pertaining to title, location of employment, and full-time equivalent salary brought the answers indicated below. The 1974 and 1975 responses are printed together for comparison purposes.

<u>Title of Job</u>	<u>1974 Response</u>	<u>1975 Response</u>
General staff nurse	21 (84.0%)	16 (84.2%)
Office nurse	1 (4.0%)	1 (5.3%)
Charge nurse	0	2 (10.5%)
ICU	1 (4.0%)	0
OB Delivery	1 (4.0%)	0
Other	1 (4.0%)	0
<u>Type of Employment</u>		
Acute hospital	24 (92.3%)	16 (84.2%)
Long term health care facility	1 (3.9%)	0
Physician's office	1 (3.9%)	1 (5.3%)
Education institution (teaching)	0	1 (5.3%)
Blood bank	0	1 (5.3%)
<u>Salary (Full-time Equivalent)</u>		
below \$4,000	0	0
\$4,001 to \$6,000	0	0
\$6,001 to \$8,000	2 (7.7%)	1 (5.3%)
\$8,001 to \$10,000	17 (65.4%)	5 (26.3%)
\$10,001 to \$12,000	6 (23.1%)	11 (57.9%)
\$12,001 to \$14,000	1 (3.9%)	1 (5.3%)
\$14,001 to \$16,000	0	0
above \$16,000	0	1 (5.3%)

Members of the Class of 1974, as they did a year ago, mostly work as a general staff nurse in an acute hospital. The median salary in money terms appears to have risen a little over \$1,000 annually which is merely the increase in the cost of living index.

The question was then asked, "If you are in acute hospital nursing, what area do you work in the most?" This question, new to the 1975 questionnaire, brought these responses:

Adult medical or surgical	8 (47.1%)
ICU/CCU	3 (17.7%)
Pediatrics	2 (11.8%)
Ob-Gyn	1 (5.9%)
O.R./Recovery Room	1 (5.9%)
Emergency Room	1 (5.9%)
Orthopedics	1 (5.9%)

Twelve of the 18 (66.7%) responded that this area of work was their primary interest; six (33.3%) said it represented their secondary field of interest. No one checked "I am only working in this nursing area until I can be transferred."

Enthusiasm for nursing in an acute hospital is reflected in the responses to the question which asked the nurses to mark their first and second choices as to where they wished to be in ten years.

	<u>1st Choices</u>		<u>2nd Choices</u>	
	<u>No.</u>	<u>Percent</u>	<u>No.</u>	<u>Percent</u>
Clinical nursing role in the acute care hospital	14	66.7	1	5.6
Clinical nursing role in community health	1	4.8	5	27.8
Clinical nursing role in an extended care facility	0		2	11.1
Teaching nursing	1	4.8	3	16.7
Nursing research	0		0	
Administrative position in a hospital	1	4.8	0	
Administrative position in community health	0		1	5.6
Nurse practitioner or some type of extended nurse role	2	9.5	2	11.1
School health nurse	1	4.8	0	
Psychiatric nursing, or community mental health	0		1	5.6
Career outside nursing	1	4.8	1	5.6
Other:				
Clinic or office nursing	0		1	5.6
Missionary nurse			1	5.6

The enthusiasm for nursing emerges in the responses to the questions, "How do you feel about nursing as an occupation?" and "If you had to do it over again would you become a nurse?" Eighteen of 21 wrote a response and only two responses were negative. Some of the responses were:

"Love it, wish I'd started younger. It's exciting, challenging, different, and allows one to keep learning if he wishes."

"I can make more money in almost any field than in nursing."

"Nursing as an occupation has been, to me, a satisfying and stimulating experience. I can think of no other career that

encompasses such a variety of ways and opportunities to serve humanity and meet basic human needs."

"I think nursing is a great profession either for a man or a woman. My ultimate goal is to obtain a M.S. in nursing and probably a Midwifery degree. P.S. My husband is going into the Cal-State program for R.Ns."

"Great! I would do it over in a minute. Nursing is challenging with many rewards offered. I learn something new every day, not only about technology related to nursing but about people."

"No, I would not go into nursing if I had it to do over again because the responsibility is too much and the work too hard for the amount of wages paid. It would be much easier if orientation had been better and a nurse did not have so many patients to be responsible for."

"I feel that nursing is a wonderful, rewarding profession, and I'm sure that I would choose it again if I were making a career choice. However, I believe the workload in most hospitals is too heavy. This creates a frustrating situation for the nurse and makes her feel she is not giving her optimum nursing care."

"I enjoy nursing very much. I am currently in the Operating Room but do not expect to remain there. Giving myself to others is a very rewarding career. I think if I had to do it over I would have waited awhile before entering nursing school. I am now only 21 years of age and nursing is a very high pressure profession. It was hard for me to settle down and discipline myself. If I had known what I was getting into I would have waited awhile."

"Great opportunities available. Pay is under scaled now for amount of schooling required. I enjoy nursing very much. I would do it again. And I encourage others who are interested in nursing to pursue the career."

"A good field for men and women. Very exciting and a challenge. Always changing. I would do it over again, but I'm glad that the schooling is over."

"Nursing is what I've always wanted. Having worked in the business world for more than 20 years, I feel gratified in what I'm now doing."

"I am very happy with nursing and would choose the same occupation if I had it to do over. It's challenging as well as rewarding."

"At times nursing can be depressing and frustrating but most of the time it's rewarding and challenging. Yes, I would become a nurse again."

Enthusiasm for nursing reflected by the 1969-73 R.Ns. in the 1974 survey comments certainly is shown by the 1974 group after their first year in the occupation.

When asked about their feelings concerning nursing internship had it been available, nurses all expressed some interest as can be noted in these responses:

Much interest--would have entered if program had been available	6	(33.3%)
Some interest--program would have to be convenient and helpful	12	(66.7%)
Little interest--it would have to be proven worthwhile	0	
No interest--it would be a waste of time	0	

Questions about their on-the-job orientation yielded the following responses:

How Organized

Concentrated in a week or two-week period	5	(26.3%)
Met several days a week for a period of a month	3	(15.8%)
Met once or twice a week over a period of months	1	(5.3%)
Other (specified below)	10	(52.6%)
Concentrated in a four-week period	2	
Six-week period	2	
Ten-week period	2	
About three months	1	

Method

Planned off the unit	2	(10.5%)
Planned on the unit	7	(36.8%)
Unplanned, informal on the unit	3	(15.8%)
Other method or combination of above	7	(36.8%)

Fourteen of the 19 (73.7%) reported having experienced special orientation for new graduates. Its effectiveness was rated as follows:

Highly effective	3	(15.8%)
Effective	11	(57.9%)
Useful	3	(15.8%)
Ineffective	1	(5.3%)
Nonexistent	1	(5.3%)

C. Employment opportunities

Twenty of the 21 respondents (95.2%) reported finding a nursing position immediately (less than a month) after graduation. One reported being offered a job but not taking it because she was pregnant. All respondents reported having applied for from one to three positions. When asked how many positions they had been offered they responded:

One	7	(33.3%)
Two	5	(23.8%)
Three	8	(38.1%)
Four	1	(4.8%)

Almost all respondents did not answer the question concerning reasons given by employers for not hiring them, several of them explaining they had been offered a job at every institution where they had applied. The one person who had been refused employment at one of the three hospitals at which she applied was told that there were no vacancies at the hospital and that recent graduates customarily were not hired.

D. Reaction to Bakersfield College Program

Questions about the Bakersfield College Nursing program were answered as follows. Where identical questions were asked of the group in 1974, these responses are given also.

Do you feel the courses at BC gave you the skills to function effectively in your job?

	1974	1975
Yes	22 (84.6%)	17 (85.0%)
No	4 (15.4%)	3 (15.0%)

Did your courses at BC enable you to advance in your present job?

Yes	8 (44.4%)
No	10 (55.6%)

How well did your total nursing education program relate to the real world?

Excellent	1 (4.8%)
Very well	7 (33.3%)
Adequately	12 (57.1%)
Poorly	1 (4.8%)

Course content in the BC nursing program was -

	1974	1975
Excellent	3 (11.1%)	2 (9.5%)
Good	19 (70.4%)	9 (42.9%)
Adequate	4 (14.8%)	9 (42.9%)
Poor	1 (3.7%)	1 (4.8%)

How interesting or challenging did you find your BC nursing course work including clinical experience?

Very interesting	6 (21.4%)	7 (33.3%)
Interesting	19 (67.9%)	10 (47.6%)
All right	2 (7.1%)	2 (9.5%)
Dull	1 (3.6%)	2 (9.5%)

Did you feel the nursing staff was supportive when you needed aid and encouragement or advice?

Very definitely	18 (64.3%)	11 (52.4%)
Somewhat	8 (28.6%)	7 (33.3%)
I received minimum help	2 (7.1%)	3 (14.3%)

Reactions to the program and the staff do not seem to have diminished over the period of a year. The only low ranking appears to be in relating to the real world.

Nineteen of the 20 to respond to the question concerning continuing education indicated they would like to see advanced nursing courses offered at BC. This 95% figure is even higher than the 80% of the group which expressed a desire for continuing ed courses in 1974. Courses specifically listed by the respondents were:

Coronary, Intensive Care	9
Public Health Nursing	3
Advanced Pediatrics	2
Pulmonary - Respiratory	1
Nutrition	1
Emergency Room	1
IU Therapy	1
OB - Child Development	1
Orthopedics	1
Pharmacology	1
Surgical Room	1

This preponderance of desired courses relating to emergency-cardiac-intensive care was also expressed by all R.N. graduates of 1969-74 in the 1974 survey.

E. Those not employed in nursing

The two respondents who were not working in nursing reported that they were doing so by choice because of family obligations. Both said they plan to return to nursing within five years.

F. Willingness to be interviewed

Seven of the 21 respondents expressed a willingness to be interviewed about their experiences as a recent nursing graduate.

Part III - Major Findings and Recommendations

Following are the major findings and some of their implications that can be derived from this study.

Findings

1. The 1974 graduates of the Bakersfield College R.N. program had encountered no difficulty in finding employment. All who had wanted jobs found them. Two-thirds had received more than one job offer.
2. All but one were working in Kern County and most of them expected to remain in Kern County.
3. Acute hospital was the present and anticipated future site of employment.
4. All had encountered on-the-job orientation in their hospital jobs and most felt it to be effective.
5. The enthusiasm that the graduates exhibited toward the BC nursing program in 1974 had not diminished a year later. However, 57.1% did rate their total nursing program only adequate as it pertained to the real world. Most desired continuing education courses, particularly in coronary care.
6. Most nurses were enthusiastic about their jobs though some felt that the work was excessive for the pay involved.

Recommendations

1. The ease of obtaining employment indicates the shortage of nurses in the Bakersfield area. Since most of the graduates plan to stay in Kern County, the

plan of Bakersfield College to obtain funding for a nurses training facility and therefore increase nursing enrollment would appear to be justified.

2. The seven who are willing to be interviewed should be asked questions concerning whether the BC program should offer more realistic clinical experience and more details on desired continuing education courses.

Part IV - Sample of Questionnaire and Cover Letter

July 8, 1975

Dear 1974 Bakersfield College R. N. Graduate:

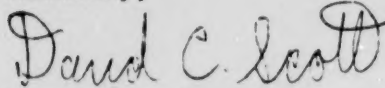
Once again Bakersfield College and the Kern Health Manpower Consortium needs your help. Now that a year has elapsed since you completed your college R. N. program, could you please take a few minutes of your time to complete the attached questionnaire?

We realize that most of you filled out a similar questionnaire last year, but we feel that a year's practical experience in the job market would enable you to give more perceptive and realistic answers than you were able to last year. The results of this survey will be used to build a superior nursing education program and in assessing health manpower needs in Kern County.

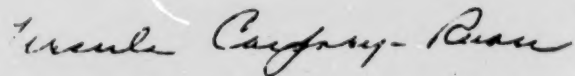
Would you please fill out the questionnaire and return it in the envelope provided no later than July 22, 1975. You will note that the envelope has your name in the upper left corner; this is for the purpose of checking off your name when the questionnaire is returned. Following this, the envelope will be destroyed. No record will be kept of your individual response, so please be frank. For each item, place a circle around the most appropriate response and/or write in the space indicated.

Thank you very much for your cooperation.

Sincerely,



David C. Scott
Director of Institutional Research
Bakersfield College



Ursula Caspary-Ruoss
Executive Director
Kern Health Manpower Consortium

Enclosures

NURSING FOLLOW-UP STUDY

Most of the questions ask you to select the single most appropriate response which applies to you. A few questions will request you to mark all of the responses which apply. Please feel free to write in comments where you think it is appropriate.

In the column below, please circle the most appropriate response:

PART 1 -- GENERAL INFORMATION

- | | | |
|--|--|------|
| 1. Sex | Female | Male |
| 2. Age | 21 - 25
26 - 30
31 - 35
36 - 40
41 - 45
46 - 50
51 - 55
56 and over | |
| 3. Do you provide the major source of support for a family unit? | Yes | No |
| 4. Do you have children at home? | Yes | No |
| 5. If yes, please write in the number of children in each age group. | ☐ Under six years of age
☐ Six to twelve years of age
☐ Thirteen to eighteen years of age
☐ Nineteen or older | |
| 6. How long had you lived in Kern County before receiving your most recent nursing degree? | Less than two years
Two to four years
Five to seven years
Eight to ten years
Over ten years | |
| 7. Where are you living at the present time? | Kern County
Southern California
Central California (excluding Kern County)
Northern California
Outside California | |

8. Please circle all of the types of nursing programs from which you have graduated.

Nurse's Aide
 L.V.N./L.P.N.
 Hospital Diploma, R.N.
 Associate Degree, R.N.
 Baccalaureate Degree, R.N.
 Baccalaureate Degree, R.N.--
 to be graduated June, 1976

9. Please circle all the nursing-related experiences you had before entering the BC nursing program.

Nurse's Aide
 Unit Secretary
 Home Health Aide
 Hospital Volunteer (e.g. Candy Striper)
 L.V.N.
 Other, please specify _____

10. Year of high school graduation.

None

11. Size of high school graduating class.

0 - 25
 26 - 50
 51 - 100
 101 - 200
 201 - 500
 Greater than 500

12. Type of high school.

Private Public

13. What influenced you to go into nursing?

Parental influence
 Other relative(s)
 High school counseling
 High school teacher(s)
 College teacher(s)
 Inner motivation
 Job security
 Other, please specify _____

14. Did you switch to nursing from another major?

Yes No

If yes, please specify previous program _____

15. What is your present employment status? (circle all appropriate responses)

Full-time employment
 Part-time employment
 Attending nursing school
 Attending non-nursing school
 Armed Forces
 Unemployed and seeking work
 Unemployed but not seeking work
 Other, please explain _____

16. Are you currently employed as a nurse? Yes No

If you are NOT presently employed as a nurse, skip to Part III on page 5.

If you ARE employed as a nurse, please continue with Part II.

PART II -- NURSING EMPLOYMENT

17. If you are employed part time, would you prefer to be working full time? Yes No
18. What size city are you working in?
0 - 20,000
20,001 - 50,000
50,001 - 100,000
100,001 - 500,000
Greater than 500,000
19. Under ideal conditions, what size city would you LIKE to work in?
0 - 20,000
20,001 - 50,000
50,001 - 100,000
100,001 - 500,000
Greater than 500,000
20. Are you employed in Kern County? Yes No
21. If yes, would you like to remain in Kern County? Yes No
22. Do you expect to remain in Kern County? Yes No
23. Are you interested in working in rural areas? Yes No

Please describe any efforts that might be made to attract you to rural health care.

24. What is the title of your job?

25. What is the annual salary? (if you are part time, give the full time equivalent salary)

Below \$4,000
\$4,001 to \$6,000
\$6,001 to \$8,000
\$8,001 to \$10,000
\$10,001 to \$12,000
\$12,001 to \$14,000
\$14,001 to \$16,000
Above \$16,000

26. Which one response best describes your current type of employment?

Acute hospital nursing
Clinic or Health Center
Public Health nursing
Industry or Business
Education institution (teaching)
Extended care facility or
convalescent hospital
Other nursing-related work, please
specify _____
Mainly involved in additional
education

27. If you are in acute hospital nursing,
what area do you work in the most?

Adult medical or surgical
Pediatrics
Ob-Gyn
ICU/CCU
O.R./Recovery Room
Emergency Room
Psychiatric Unit
Orthopedics

28. In terms of your nursing preferences,
how would you describe the hospital
area you work in the most?

It represents my primary area of interest

It represents my secondary area of interest

I am only working in this nursing area until I can be transferred

29. If a nursing internship program had been
available to you after graduation, what
interest would you have had in it?

Much interest--would have entered if program had been available

Some interest--program would have to be convenient and helpful

Little interest--it would have to be proven worthwhile

No interest--it would be a waste of time

30. If you have taken a nursing position, how
was your on-the-job orientation organized?

Concentrated in a week or two-week period

Met several days a week for a period of a month

Met once or twice a week over a period of months

Other, please specify _____

31. Please circle the response which best describes the method of your orientation.

Planned off the unit orientation

Planned on the unit orientation

Unplanned, informal on the unit orientation

Other method, please specify _____

32. Was there a special orientation for new graduates?

Yes

No

33. How would you describe the effectiveness of the orientation?

Highly effective, attending to my individual learning and experience needs

Effective with some consideration to my individual learning and experience needs

Useful but less than effective in preparing me for the job demands

Ineffective, not applicable to job demands and learning needs

No formal orientation

PART III -- EMPLOYMENT OPPORTUNITIES

Both those employed in nursing and those not employed should answer Part III.

34. How would you best describe your difficulty in finding a nursing position after graduation?

No problem--I found a nursing position immediately after graduation

Little problem--I found a nursing position shortly after graduation

Some problem--I found a nursing position with some effort

Major problem--I found a nursing position after a great deal of effort

I still have not found a nursing position

I could not find a nursing position so I have taken a non-nursing job

I did not plan to take a nursing position after graduation

A nursing position was available but I did not take it because:
(please specify) _____

35. How long did you look for a position (if not employed but seeking nursing work, how long have you been looking?) since graduation?

Less than a month

One or two months

Three or four months

Five or six months

Seven or eight months

Nine months or more

36. To how many institutions or agencies in Kern County did you apply for a nursing position?

One to three
Four to six
Seven to nine
Ten or more

37. How many institutions or agencies offered you a position?

None
One
Two
Three
Four
Five
Six or more

38. Recalling the nursing positions in Kern County for which you applied but were not hired, please circle all of the reasons stated for not hiring you. (If a reason was stated in several different instances, please write in the number of times it was given.)

No vacancies in the nursing staff
More qualified candidates were hired
Only hire experienced nurses
Do not hire recent graduates
Only hire R.N. licensed nurses
Positions are frozen--not hiring at present
Not enough experience
Only hire diploma program graduates
No explanation given
Other, please specify _____

39. If you were to define your career plans during the next ten years, which two choices among those listed below would you select? (Please mark with a "1" for first choice and a "2" for second choice.)

- ☐ Clinical nursing role in the acute care hospital
- ☐ Clinical nursing role in community health
- ☐ Clinical nursing role in an extended care facility
- ☐ Teaching nursing
- ☐ Nursing research
- ☐ Administrative position in a hospital
- ☐ Administrative position in community health
- ☐ Nurse practitioner or some type of extended nurse role
- ☐ School health nurse
- ☐ Psychiatric nursing, or community mental health
- ☐ Other nursing role, please specify _____
- ☐ A career outside the nursing field

40. How do you feel about nursing as an occupation? If you had to do it over again would you become a nurse? Please discuss in the space provided.

41. Did your courses at Bakersfield College give you the skills to function effectively in your present job? Yes No
42. Did your courses at Bakersfield College enable you to advance in your present job? Yes No
43. How well did your total nursing education program relate to the real world? Excellently
Very well
Adequately
Poorly
44. Course content in the BC nursing program was - Excellent
Good
Adequate
Poor
45. How interesting or challenging did you find your BC nursing course work including clinical experience? Very Interesting
Interesting
All right
Dull
46. Do you feel the nursing staff was supportive when you needed aid and encouragement or advice? Very definitely
Somewhat
I received minimum help
47. Would you like to see advanced nursing courses offered through the continuing education program at BC? Yes No
- If yes, please specify courses you would like to see offered.

If you are not employed as a nurse, please continue with Part IV on page 9.

If you are employed as a nurse, please skip to Part V at bottom of page 9.

PART IV -- GRADUATES NOT IN NURSING

Questions to be answered only by those who are NOT currently employed as a nurse.

48. Did you become employed as a nurse when you first left Bakersfield College? Yes No
49. Are you employed in a health related field? Yes No
- If yes, please specify _____
- If you are employed in another field, please specify _____
50. If you are not employed, are you seeking employment as a nurse? Yes No
51. Are you enrolled in an educational program unrelated to nursing? Yes No
52. Are you unemployed by choice (e.g. family obligations)? Yes No
53. Do you plan to return to nursing in the next five years? Yes No
54. If you have moved from Kern County, did you leave because you could not find a nursing position? Yes No

PART V -- WILLINGNESS TO BE INTERVIEWED

55. Would you be willing to be interviewed directly about your experiences as a recent nursing graduate? Yes No

(OPTIONAL) If you answered "Yes" to the last question and you are willing to supply the information requested, please fill in the blanks below.

Name _____

Address _____

Telephone _____

UNIVERSITY OF CALIF.
LOS ANGELES

OCT 31 1975

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JUNIOR COLLEGES